

THE GLENDORA HISTORICAL SOCIETY

Preserving Our Heritage Since 1947

www.glendorahistoricalsociety.org

July-August 2018



Newsletter & Archive

FROM THE COUNTRY CLUB INSTALLATION BANQUET



**Susie Kramer, Jim Riley,
Karen Cullen**

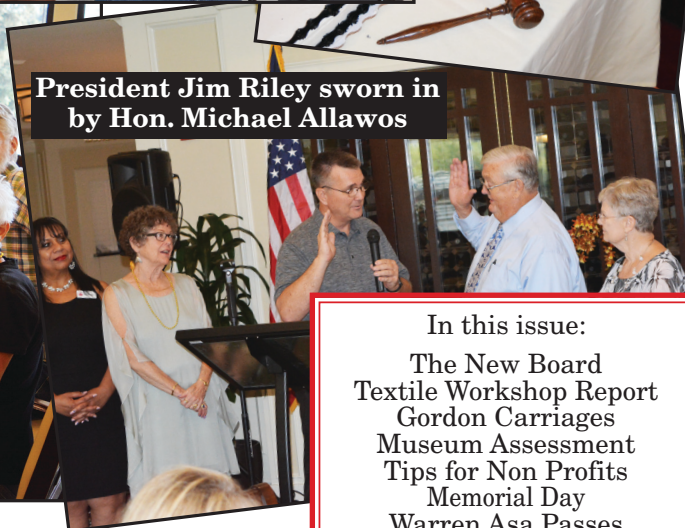


Craig Woods wins

**Craig Woods speaks with the Singer
Mansion contingent: Rachel Kennedy
and Margux Viera**



**President Jim Riley sworn in
by Hon. Michael Allowos**



In this issue:

The New Board
Textile Workshop Report
Gordon Carriages
Museum Assessment
Tips for Non Profits
Memorial Day
Warren Asa Passes
John Hackney Passes

**Rachel Kennedy, Linda Granicy, Helen Driscoll,
Margaux Viera, Scott Rubel, Barret Oliver, Anita Enriquez,
Amy Wolkins, Craig Woods, Criswell Guldberg**

THE GLENDORA HISTORICAL SOCIETY

Mail address: P.O. Box 532, Glendora, CA 91740

Preserving Our Heritage Since 1947

GLENDORA MUSEUM

314 North Glendora Avenue
Glendora, California

Open Saturdays, 11:00am until 2:00pm.

For special tours of the Museum call
(626) 963-0419

Rubel Castle tours by appointment only.

For details and reservations, visit our website
www.glendorahistoricalociety.org.

GENERAL MEETINGS

The GHS program/general meeting will take place September 24. All are Monday nights 6:30-9pm in the Glendora Public Library Bidwell Forum, 140 South Glendora Avenue. Our programs are organized in partnership with the Glendora Public Library and are free and open to the public. Times and location subject to change and will be announced.

BOARD MEETINGS

The next two regularly scheduled Board Meetings will take place Monday, August 20 and September 17 at 6 pm in the Rubel Castle Bennett Room. All members are welcome to attend.

Agendas, meeting minutes, and financial reports of previous meetings of the GHS Board are filed at the Museum, and can also be made available upon request in electronic format.

OFFICERS AND EXECUTIVE BOARD OF DIRECTORS

President:.....Jim Riley
Executive Vice President.....Steven Bluit Flowers
Museum Vice President:.....Karen Fortus-Garcia
Development Vice President:.....Vacant
Castle Vice President:.....Jerry Heinrich
Treasurer:.....Janet Sorensen
Secretary:.....Steve Edwards

DIRECTORS

Director:.....Karen Cullen, Susie Kramer, Barret Oliver
Publicity Chair:.....Marlene Flowers-Lamerson
Development Director:.....Margaux Viera
Newsletter Editor:.....Scott Rubel
Director (Gift Shop Coordinator):.....DeDe Tomory
Information Technology Chair:.....Craig Woods

SUPPORT VOLUNTEERS

Program Chair:.....Jim Baker
Membership Chair:.....Anita Enriquez
Castle Curator:.....Patricia Sullivan
Castle Garden Coordinator:.....Amy Wolkins
Sunshine Chair:.....Carol Treacy
Hospitality Chair:.....Vacant

SUPPORT EMPLOYEES

Castle Tour Coordinator.....Allen Veteri
Castle Groundskeeper.....Nick Nomic

VOLUNTEERS!



REPORT YOUR HOURS!

THANK YOU FOR YOUR SERVICE to the Society. Tracking your many hours of service is important for planning future projects and to demonstrate we have an engaged membership when applying for grants. Please try to track or estimate your monthly service hours and report them on a regular basis. I will do my best to send reminders!

The easiest way to record your monthly service hours by filling out the form at this link:

tinyurl.com/ghsvolunteerform

NOTE: if you can't click on this link, try to copy & paste or type it into the address bar of your favorite web browser.

If you need help with this form, let me know.

— Steven Bluit Flowers

MEMBERSHIP IS A BARGAIN!

DID YOU KNOW the cost of an annual Society membership in 1947 was only \$3.00? Have you wondered what that cost would roughly be if adjusted for today's economy? According to usinflationcalculator.com, the purchasing power of \$3 in 1947 is the equivalent of just over \$33 in 2018.

For our current members, our \$15 annual dues are a bargain!!

— Steven Bluit Flowers

Inflation Calculator		
If in	<input type="text" value="1947"/>	(enter year)
I purchased an item for \$	<input type="text" value="3.00"/>	
then in	<input type="text" value="2018"/>	(enter year)
that same item would cost:	\$33.90	
Cumulative rate of inflation:	1030.0%	
<input type="button" value="CALCULATE"/>		

If there are any suggestions, corrections or additions to the Newsletter, please contact **Scott Rubel** via email at: scott@scottrubel.com.

If you would like to be on an email list to get announcements between Newsletters, request this from **Craig Woods** at woods456@roadrunner.com.



COME JOIN US



Upcoming activities for Glendora Historical Society Members and Friends.

~ **Sunday, July 29 | 2:00-4:00pm** ~

RESEARCH DAY, Museum

~ **Saturday, August 18 | 6:00-11:00pm** ~

FLASHBACK, CLASSIC CAR AND MOTORCYCLE SHOW, GLENDORA AVENUE

~ **Monday, August 20 | 6:00pm** ~

BOARD OF DIRECTORS, Rubel Castle Bennett Room

~ **Saturday, September 1 | 10:00-2:00** ~

DEADLINE FOR COMMITTEE VOLUNTEER REGISTRATION

~ **Wednesday, September 12 | 10:00-2:00** ~

GLENDORA DAY AT L.A. COUNTY FAIR

~ **Monday, September 17 | 6:00pm** ~

BOARD OF DIRECTORS, Rubel Castle Bennett Room



PAST PRESIDENT **John Gordon** delivers two of his beautiful buggies that belonged to his great grandfather to the museum.

These buggies, a pony cart and a rare wicker buggy, were off loaded and maneuvered into the museum. The pony cart barely made it through the 38 inch doorway into the Dorothy Sutherland room (the wheels had to be taken off and then angled through). The wicker is housed in the Merrill West Room and also barely made it through the door. But both have found a new temporary home and add so much of Glendora history to the Museum.

Thank you John for your loan of these two beautiful buggies!
— **Karen Garcia**



DeDe Tomory, John Gordon, & Karen Cullen

WHITE GLOVE WORKSHOP: CARING FOR TEXTILES

SATURDAY, JUNE 9, Karen Fortus-Garcia, Bev Shutte and Linda Granicy attended the Caring for Textiles Workshop at the Temple and Workman Family Homestead Museum in the City of Industry. The workshop was taught by Collections Coordinator **Michelle Villarreal** and Collections Assistant **Amanda Foster**.

WORK SPACE

It's important to plan ahead and be cautious and gentle when moving a textile. Hands should be clean before and after you touch the textile and you should be mindful of what you wear while working with textiles. Michelle told us a story of a museum worker who didn't realize his wool jacket had a moth on it and the havoc that one moth caused to the museum's collection. It's important to have a clean work space and to line that space with cotton sheeting or muslin. Ink pens should not be around antique objects. Number 2 pencils should be used for labeling but number 1 pencils should be used when labeling the back of paper or photographs. Archival pens can be used with liquid plastic on wood, metals, china, and silver items. Archival ink can be used on cotton labels, then hand sewn onto the textile. And of course, no food or beverages are allowed in the work area.

GLOVES

Some museums have decided to use gloves when caring for museum textiles. Advantages to using gloves are to protect items from natural oils. Disadvantages to using gloves are loss of handling ability, risk of damage, and difficulty when using certain textile treatments. Cotton gloves are cost effective and can be washed and reused, but they don't protect the wearer from harmful chemicals, such as lead, arsenic, or mold. Nitrile gloves are safe to use on a variety of object types and they provide protection from chemicals, but they are not reusable or eco-friendly.

TEXTILE TYPE

The first step is to assess the type of textile and the processing it has gone through. Is it plant based, such as cotton, linen (flax), or jute (gunny sack)? Or is it protein based, such as wool or silk?

In the nineteenth century, arsenic was used in the dye process for dresses, gloves, and shoes, as well as curtains, wallpaper, and candles. Mercury was used in hat making. Silks were treated with metallic salts to give them weight and a pearly sheen. These processes created inherent degradation of the textile including stress, vertical shattering and splitting.

cont. on pg. 7



THE 72ND BOARD SWEARS IN



PHOTOGRAPH: JOE CINA

THIS YEAR'S INSTALLATION dinner was held for the first time at Glendora Country Club.

What a step up, and a revelation to all! Yes, it is possible, for only a few bucks more, to have a great dinner with colleagues without spending the extra hours folding chairs and tables and mopping up after.

We were air conditioned, too. Whew! Now that we've had a taste of the high life, there is no going back.

Thank you to the Dinner Committee for your super work in this new venue. The Opportunity Drawing and other activities were fun and well-organized, with some prizes made by our own artisans and Castle blacksmiths.

— Scott Rubel

DINNER COMMITTEE

Janet Sorensen & Susie Kramer, Co-Chairs
Cyndee Bessant, Anita Enriquez, Sandy Krause,
Barret Oliver, Scott Rubel, Craig Woods

2018-2019 BOARD OF DIRECTORS OFFICERS

~ President ~	~ Castle VP ~
Jim Riley	Jerry Heinrich
~ Executive VP ~	~ Development VP ~
Steven Bluit	Vacant
Flowers	~ Treasurer ~
~ Museum VP ~	Janet Sorensen
Karen Fortus	~ Board Secretary ~
Garcia	Steve Edwards

DIRECTORS

Karen Cullen	Scott Rubel
Linda Granicy	DeDe Tomory
Susan Kramer	Margaux Viera
Marlene Lamerson	Craig Woods
Barret Oliver	

SPECIAL SHOPPING APPOINTMENTS AVAILABLE TO MEMBERS

THE RUBEL CASTLE Gift Shop now has even **more** new merchandise to select from, including decals, magnets and key chains!

Current GHS Members receive a 10% discount on most items, but we are not set up for mail order. So, if you are a member and would like to do a little special shopping at the Castle Gift Shop outside of tour or special events, please contact cyndeebessant@gmail.com to set up a private shopping experience. (Tour is not included.)

— Cyndee Bessant



SHARE GHS NEWS WITH FRIENDS

*Share this newsletter.
Share us on Facebook. Share us on Twitter.
Share and we grow.*

JOHN ELMER HACKNEY 1933-2018



ON THURSDAY, June 7, 6:30 pm John Hackney passed on. He was at home with his family under Hospice Care.

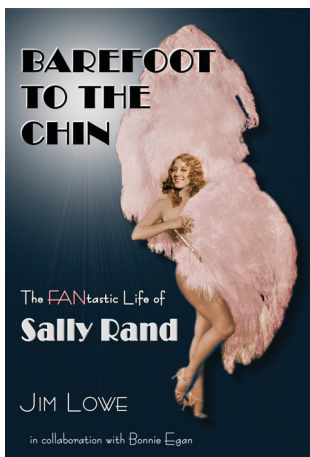
John served two terms on the Glendora City Council in the early 1980's and was Mayor during that time. He was an accomplished artist, outdoors-man, backpacker, hiker, fisherman, member of various public policy commissions, boy scout leader, the Glendora Jay Cees holding leadership roles both locally and at the California state level, interested in ham radio and held many management sales/engineering positions during his long career in business. A warm friend to all, his role of Mayor and his short wave radio expertise for Disaster Emergency operations and brilliant pen and ink art earned the respect of all who knew him.

Our warm gratitude and deep sympathy are with all of John's friends and family, and most especially with John's wife Mary and daughter Laura, during this time of bereavement.

He will be deeply missed.

BREAKING SALLY RAND NEWS

Sally Rand was once the most talked about woman in America. Now, nearly 40 years after her passing, the telling of her story, in all its warts and wonders, is long overdue.



THIS NEWS IS just a teaser about the new, definitive book on **Sally Rand**, *Barefoot to the Chin*, expected to arrive some time in August.

Many Society members will recall the forum at Bidwell seven years ago when **Jim Lowe** and **Bonnie Egan** visited Glendora for the purpose of interviewing those of us who knew Sally personally.

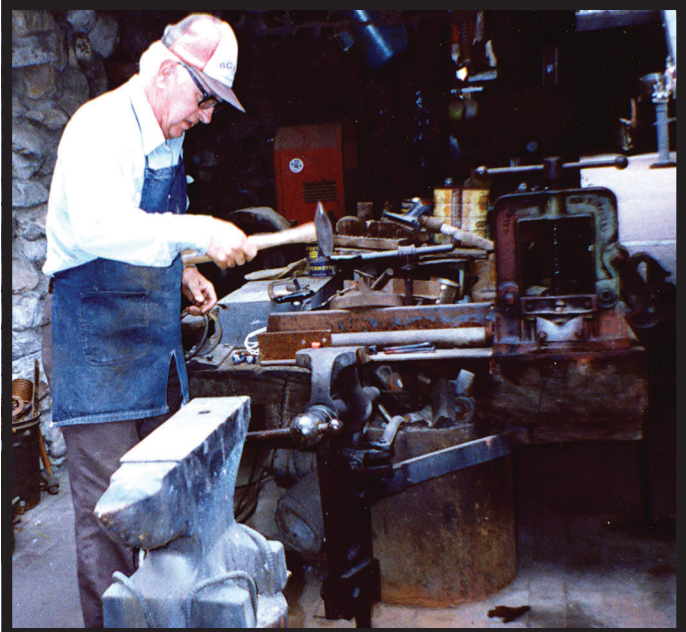
At 820 pages, the fruits of their research will be the most comprehensive work ever done on one of Glendora's prized citizens. An announcement will be made just as soon as the book is available for purchase.

— Scott Rubel

If you love living, you try to take care of the equipment.

—SALLY RAND

WARREN ASA 1926-2018



PHOTOGRAPH: PATRICIA SULLIVNA, 1984

OUR FRIEND, man-of-the-world, and Castle Blacksmith for forty years, left us on Tuesday, July 10, with his family at his side..

Warren Asa was 92 years old. A man whose curiosity took him to all corners of the world. He was an encyclopedia of personal experience and in storytelling he could hold his own against story-king Michael Rubel.

Warren was a veteran of the famous Tenth Mountain Division during WWII. In addition to his hundreds of contributions to Rubel Castle through his blacksmithing projects, Warren was well-versed in many other crafts and was author of numerous how-to books. He was one of the first skippers of Disneyland's Jungle Cruise, going off-script early on to keep things entertaining for himself and his tourists.

Warren retired as Castle Blacksmith in 2015, but was still visiting and socializing with us regularly until just a month ago.

With his passing ends an era.

Warren's Party of a Lifetime

Service from 1-2 at
St. Dorothy's Catholic Church
241 South Valley Center, Glendora
Followed by a celebration at Rubel Castle
from approx. 2-4

RSVP: 626-629-9672

click

Read about Warren's days as a Jungle Boat skipper.

MUSEUM ASSESSMENT PROGRAM HAS ARRIVED

BACKGROUND: July 2017, the Glendora Historical Society was accepted into the Museum Assessment Program (MAP) focusing on Collections Stewardship. The Collections Stewardship Assessment focuses on collection policies, planning, access, and documentation within the context of the Museum and Castle operations. The scope of the assessment includes collections care and use, acquisitions and deaccessioning, legal, ethical, and safety issues, documentation, inventory, and emergency planning.

MAP has helped over 4,500 small and mid-sized museums of all types since 1981. MAP helps museums strengthen operations, plan for the future, and meet museum standards. MAP is administered by the American Alliance of Museums (AAM) and supported by the Institute of Museum and Library Services.

The comprehensive report is 38 pages and includes recommendations for the next 7 years. Some short term recommended goals include:

- Update the GHS mission statement and create two unique purpose statements for each of the GHS

managed sites; include collections care, education, and outreach in the purpose statements

- Create a board level collection committee of at least 3 board members
- Implement a pest management and regular cleaning schedule for exhibit spaces
- Work to improve communication between the GHS board and volunteers
- Provide training about object handling
- Add curtains or other light barriers to windows of the Tin Palace
- Board to seek out and attend training in non-profit board management
- Develop a Collections Management policy

If anyone would like to read the complete report. Please contact Sandy Krause at sandy.krause@gmail.com.

— Sandra Krause

Caring for Textiles continued from page 4

Next step is to assess the textile for: creases, folds, brittleness, loss, tears, discoloration, fading, yellowing, smell, mold, pest damage, stains, dirt, and abrasion. Other observations to consider are: strength of condition, embellishments, distinguishing marks and previous repairs.

STORAGE

Although it's best to store textiles flat, rolling them or

hanging them is acceptable, depending on the condition of the textile. Condition always dictates storage style.

Store textiles flat, with as few folds as possible. If the textile must be folded for storage, minimize the number of folds and make sure the folds do not become creases.

Store textiles using acid-free materials including textile boxes, blue boards, unbuffered tissues, textile rolls, and cotton twill tape. The textile box can include more than one item by layering items using unbuffered tissue and acid-free blue board materials. Make sure there is no tension on the textile pieces and that unbuffered tissue is also used between the folds of the textile.

Line an archival box with cotton for ease of removal. Size the cotton lining for picking up the textile by only touching the cotton.

Roll large flat textiles, such as quilts, around the outside of acid-free cardboard tubes. Place the rolls inside boxes or cover them with muslin to protect them from dust and light.

ENVIRONMENT & TREATMENTS

Be aware of fluctuations of relative humidity (RH) and temperature and light. For example, humidity of 2014 created mold at the museum. Luckily it was white mold, not black mold. They had to use an alcohol treatment on wood furniture and disinfect the vacuum cleaner. UV rays can also kill mold spores. Staff used proper breathing gear and gloves during the cleaning process.

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TOUR OF LOURINDA BRAY'S RUNNING HORSE STUDIO

During a busy May Saturday full of events that included the Royal Wedding, the Preakness, and Relay for Life, nine of us found an oasis touring the Running Horse Studio museum and restoration facility located in an Irwindale warehouse. Owner-curator **Lourinda Bray** and her assistant Caroline gave us a tour of carousel figures and merry-go-round memorabilia. The studio included a sea of horses, as well as dragons, pigs, roosters, cats, zebras, giraffes and lions.

The studio specializes in restoring historic hand-carved carousel horses to their original condition. Lourinda is so well versed in the field, she can easily identify the style of the animal, who manufactured it, and the year it was created. She has a bachelor's degree in painting and a master's degree in set design and special effects for television. Lourinda became interested in carousel horses at age five when she visited the Griffith Park carousel. In the late 1970s, she began purchasing carousel horses to restore. Her first purchase was a horse from the Pomona Fair carousel. She worked on the Santa's Village carousel for 14 years eventually purchasing it for the museum. The oldest hand-carved figure in the studio is a tiger made in 1875.

History dictates that the idea of carousels came from developing a training aid for knights in Europe and the Middle East in the 12th century, but Lourinda believes the origin could be much older. The golden age of carousels was from 1875 to 1929 when wood carvers immigrated to the United States. The first carousel was at Coney Island in 1875 developed by Charles Loeff, an immigrant from Denmark. Around the same time Gustav Dentzel, an immigrant from Germany, developed a carousel in Philadelphia. The Coney Island style was considered

more flamboyant because of the use of gold leaf and jewels, and the Philadelphia style was considered more elegant because of a more realistic presentation. Other notable craftsmen were Charles Dare from England, Allan Herschell and Edward Spillman from New York, and Charles Parker from Kansas.

Running Horse Studio specializes in stripping and oil painting by hand. Their attention to detail includes metal leafing, pin-stripping, free-hand patterns, family crests, bright colors and textured saddles.

Carousel figure restoration includes the removal of dried hide glue, Bondo and epoxy fillers and the replacement of missing pieces including legs, ears, eyes, and tails. All metal additions are removed, such as nails, screws, braces, and patches. The figure is stripped of its many layers of paint providing a clearer picture for assessing the repairs and getting down to the original colors. The figure is taken apart to begin the repairs. After the repairs are finished, the figure is reassembled, refitted, glued and doweled. Next steps are sanding, priming, painting and metal leafing. The final stages are shading, antiquing and clear coating. The studio's extensive archives and access to factory colors make it possible to bring back the figure to its original condition.

We thank Lourinda Bray for sharing her extensive knowledge and love for carousels and merry-go-rounds.

— **Linda Granicy**

Listen to the podcast interview by Dan Glenn of **Fascinating Nouns** (the same podcast that covered the Castle in August of 2016).



PHOTOGRAPH: LINDA GRANICY

Lourinda Bray talks with Susie Kramer and Dan Wilshire.
Left: Manufacturer paint matching in progress.

UP ON THE ROOF



THE PIGEON TOWER has been a test site for trickle-down theory for decades, and the proof is in the condition of the deck and other wood components of the structure.

On a recent day of service, **Ed Krause** replaced the door, trap door and some rotted boards of the deck, while **Nick Nomic**, **Sandy Krause** and **Hans Hermann** lifted the boards up the way Michael would have done it. "We had a good laugh on that.

The fun never ends." says Hans.

Left: Old door decaying on the roof of the Pigeon Tower.

Right: Ed Krause with the new handiwork.

Caring for Textiles continued from page 7

Monitoring readers assure the room temperature is between 68 degrees and 72 degrees for mixed materials collections and humidity is between 50 and 55 percent. Avoid attics because of heat and basements because of humidity and flooding.

Be aware of pests such as cloth moths, carpet beetles, and mice. Spiders are considered good, but if you see a rise in the spider population it could mean more pests are present.

The museum uses freezing treatments. The process includes rolling or folding the infected textile in acid free tissue, then packing it in polyethylene and sealing it with duct tape. Remove excess air to prevent the risk of condensation inside the bag but avoid damaging the textile by compressing it too much. Label the bag with a description, accession number, dates, and what it's infested with. Keep textile in a chest freezer for a minimum of one week at -4 to -13 Fahrenheit constant temperature. Condensation will form on the outside of the package. Allow item to completely thaw. Carefully vacuum the textile for all insect debris.

Textiles are washed only to balance out the PH levels, not to get rid of stains. When washing textiles, use 1 teaspoon of Orvus soap to 1 gallon of water.

Consulting a professional conservator will require a fee for the assessment. The assessment includes a condition report and a treatment proposal. The final fee will include a storage proposal but display options may cost more.

REPORT CONDITION

Document damage in a condition report and include photo documentation. Determine the condition and size of the textile. The museum uses Pastperfect to catalog, inventory, and report condition of all their items. They use tags to label the items with the object identification number and pin it to the textile. They also add handsewn cotton labels with identification numbers.

TOUR

Michelle gave us a tour of La Casa Nueva, the 1920's Spanish Colonial Revival Temple family mansion, pointing out how the museum has found unique ways for storing their textiles. They utilize dresser drawers, vanities, closets, and enclosed balconies. It's important to protect the textiles from direct contact with unfinished wood by using a barrier of cotton or muslin.

EXERCISES FABRIC EVALUATION AND CLEANING

Three textile examples were laid out for our assessment: a 1910 mariachi jacket, 1920's black silk dress, and 1920's cotton dress. We were able to point out the rusting of silver embellishments, tearing of the inner lining, and stress on the silk fabric.

We learned how to prepare a wooden hanger for hanging clothes. We padded the hanger with batting and wrapped it in muslin and secured it with cotton tape.

We were given textiles to clean using a paint brush. The technique included lightly placing the brush in the middle of the fabric and brushing left, then placing the brush in the middle of the fabric and brushing right.

Vacuuming fabrics requires a HEPA vacuum cleaner. Attach the soft cleaning brush on the nozzle and place a barrier over the brush, such as netting or cheese cloth, and secure it with a rubber band. Placing one gloved hand on top of the textile, lightly place the brush on the textile, avoiding direct contact, using soft movements without pushing on the textile.

THANK YOU

We wish to thank Temple and Workman Homestead Museum's Michelle Villareal and Amanda Foster for their hospitality and willingness to share their knowledge.

— **Linda Granicy**

CASTLE CURATOR REPORT

COMPUTER TROUBLES HAVE plagued us for the last few weeks. **Craig Woods** has been working closely with **Sandy Krause** and **Linda Granicy** at the Castle and with Ginger from PastPerfect to resolve the many issues. Some have been fixed but the four-year-old laptop that Sandy uses has been found to have a failing motherboard and that laptop needs to be replaced. A refurbished one is available for about \$300.

Barret Oliver has started re-matting the photos and pictures with acid free matting and is working with **Scott Rubel** to replace the computer printed photos with re-mastered copies printed on archival paper.

The Museum Assessment Program summary report has arrived and we shall start working on the list of procedures, policies and protocols they list over the next few months which will keep us quite busy for a while.

Linda and **Bev Schutte** took a fabric handling class at Workman Homestead Museum recently which they both enjoyed and found very informative to what we are doing at the Castle.

John Lybrand, the blacksmith, has offered to make some brackets to hold the two halberds and the small sword to the wall. These appear to have been made by the Pharm Hands years ago rather than authentic weapons which was my impression from the start that has been reinforced by John spotting some discrepancies in manufacture. They will be installed above the Artifact and Guest room doors in the Tin Palace.

Nick Nomic hung the stained glass window donated by **Marcia Grady** in the north window of the Tin Palace. It turned a bland area into one that catches your eye when you walk in. Marcia used to make stained glass with Kaia Rubel years ago.

Nick Nomic has built a shed for the tractor between the garden and the chicken coop along the south wall

of the Castle grounds. When he cleared the vegetation along that area before the new fencing went in, he found several pieces of farm equipment that had been overgrown by the vegetation. There is still lots to discover at the Castle.
— **Patricia Sullivan, Castle Curator**



PHOTOGRAPH: SCOTT RUBEL

The new shed will keep the rain off the old Farmall tractor, thanks to Nick Nomic.

SOCIAL MEDIA DEMAND MORE VOLUNTEERS

WANT TO HELP the Society get the word out? Limber up your fingers and imagination. The world awaits our latest doings and photographs.

Instagram and **LinkedIn** are under way, and the **Facebook** page has grown to over 1,300 followers. To the right is an example of one of the latest Instagram pictures showing the beauty of life at the Castle (from the Rubel Castle page).

WE CAN USE A HAND...

...or just a few fingers. These are platforms we should be posting to on a weekly basis at least, if not more, while developing a presence also on Twitter and Pinterest, too.

If you enjoy sharing and have an eye for news, please contact Lena mmlamerson@yahoo.com for volunteer information.



PHOTOGRAPH: SCOTT RUBEL

TIPS FOR NONPROFITS

HOW TO PROMOTE PROFESSIONAL GROWTH AMONG YOUR TEAM MEMBERS

Reprinted from Forbes Nonprofit Council - *Click to see original*

One of the most important parts of being a good leader is encouraging professional growth in your team members. Successful nonprofit executives from Forbes Nonprofit Council offer firsthand insights on nonprofit leadership & trends.

HAVING A professional development plan in place at your company can help your team grow in their careers and advance their professional skills. As your team members gain from learning additional skills, your nonprofit will benefit from their ability to take your organization's goals to the next level.

Promoting personal and professional development within your organization also helps to keep your employees engaged and satisfied with where their careers are heading. They will stay with your nonprofit longer and perform at higher levels, benefiting them, your business and the cause you support.

Thirteen members of Forbes Nonprofit Council share the ways that they promote personal, professional growth among their organization's team members. Here is what they recommend:

CELEBRATE PASSION PROJECTS

To engage more effectively with your team, recognize and celebrate their personal and professional interests. Whether it's launching a book club, training for a triathlon or taking up knitting, we all have passion projects. Take the time to ask about them, facilitate after-work meetups, and celebrate your staff's personal and professional growth triumphs just as you would with other milestones. —Ana Pantelic, Fundación Capital

UNDERSTAND THEIR GOALS

To promote personal and professional growth among my team, I seek to first understand their goals to help support achievement of those goals. Second, to help them stay accountable and committed to their goals, I've incorporated their personal/professional growth strategies into their performance plan, with the hope that, at least once per month, they're working towards bringing them to fruition. —Errika Moore, Technology Association of Georgia Education Collaborative

OFFER RESUME-ENHANCING TRAINING

During our digital transformation, we're holding enterprise-wide, resume-enhancing training on new platforms. We build training resources into our budget; encourage staff to participate in online education and earn industry designations; offer opportunities for team members to attend conferences on their areas of expertise and manage committees; and contribute to our content library. —Peggy Smith, Worldwide ERC

TRUST YOUR TEAM

As a partnerships team, we ensure everyone is able to see our work in the field every 12-18 months. We encourage collaboration, and "teaming up" outside of the line-management structure. We offer a formal program for temporary assignments in other areas of our business, and all of the team members are encouraged to take on a special project or stretch assignment each year. —Kevin McAndrew, Save the Children

OFFER FLEXIBILITY

Developing talent is a key pillar of our work because sustaining growth and prosperity in a community requires a focus on talent. We support our staff by offering flexible work schedules, paid personal and volunteer days, as well as attendance at specialized trainings to ensure we maintain a culture of collaboration, service and excellence. —Alejandra Guzman, New Orleans Business Alliance

HAVE A GROWTH MINDSET

We always talk to our team about having a growth mindset. If you are not learning, you are not growing, and every day gives us a chance to learn something new. Having yourself set in a mental space to be open to learning is key to seeing those growth opportunities when they present themselves to you. —Sara Dawdy, Mission 22

CREATE A SUPPORTIVE WORK ENVIRONMENT

We fully support employees by cultivating an environment where developing a career plan is not only encouraged, but expected. We want employees to grow in their role with us, but also as individuals as they progress in life. We strongly advocate employee participation in opportunities that foster professional growth, and we also invest in staff training, team building activities and mentoring. —Chip Rogers, Asian American Hotel Owners Association (AAHOA)

INVEST IN YOUR TEAM

Team members need to be given the opportunity to grow, supervised but not micromanaged, and provided with room to make mistakes. Sending them to an industry conference or utilizing webinars can also be very helpful in getting new perspective and growth. —Amy Sewell, Douglas Shaw & Associates

cont. pg. 12

MEMORIAL DAY AT FAIRMOUNT PIONEER PARK

ON MONDAY, May 28, 2018, GHS members, including **Jim Riley, Steven Bluitt Flowers, Marlene Lamerson, Karen Cullen, Dan Wilshire** and **Laurie Merryman** attended Memorial Day festivities at Fairmount Pioneer Cemetery.

Dr. David Landers, APU, gave the keynote address. Landers is the author of the book, *Glendora~Images of America*. He gave a very nice history of the area, Dalton, and how the cemetery came to be.

Jim Riley provided the pop-up tents for the service.

— Laurie Merryman



PHOTOGRAPH: LAURIE MERRYMAN

Non Profits cont. from page 11

OFFER LEADERSHIP COACHING

Every team member gets matched with an executive coach for a minimum of 12 sessions of free leadership coaching. We make sure that their coach is external to the organization so that our team truly gets to advance in their professional development irrespective of their current role. Additionally, we give our team the benefit of trust. We have flexible work hours and unlimited vacation with a two-week minimum. —Kristine Sloan, StartingBloc

TREAT YOUR STAFF LIKE LEADERS

Treat your team like the subject matter experts you've hired and trained them to be. Ask your team for advice when making organizational decisions and give them freedom to change a process that's been in place for years. This type of responsibility will have them constantly thinking of ways to do things better. When you treat a person like a leader, they'll become one before they've realized it. —Lindsay Crossland, The Salvation Army

SHARE AND PROMOTE DEVELOPMENT OPPORTUNITIES

Each month, we put together upcoming online and offline courses, podcasts and classes that are available, that we

recommend and encourage our team to participate in. Then, we ask that they share their experiences and what they learned from attending. —Gloria Horsley, Open to Hope

PROMOTE GROWTH ACROSS THE ORGANIZATION

Our organization began putting an intentional focus on personal, professional growth by adding it as a measurement in our strategic plan. A committee comprised of diverse staff from all levels was created to solicit feedback from employees about their growth needs and plan and implement employee development days at least twice a year. External trainers are brought in for these days and all employees are expected to attend. —Robin Corak, Multi-Service Center

OFFER ACCESS TO INDUSTRY LEADERS

We love helping our team grow as professionals. We find key leaders on any issue -- human rights, animal rights, women's voices, anti-corruption, arts advocacy -- and invite our team to join! Show the team you care about them. Invite them to events, introduce them to industry leaders and provide access to critical issues of our time. —Pamela Hawley, UniversalGiving.